

Message Text

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ACTION MMO-02

INFO OCT-01 NEA-10 ISO-00 SS-15 AID-05 OMB-01 SP-02
ABF-01 PER-01 /038 W
-----083576 121318Z /43
R 090204Z SEP 78
FM AMEMBASSY KATHMANDU
TO SECSTATE WASHDC 3251

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FOR M AND NEA

E.O. 11652: N/A
TAGS: AODE, EAID, NP
SUBJECT: MODE-AUTHORIZED STAFFING LEVEL FOR AID FOR FY78 AND 79

REF: STATE 216412 AND PREVIOUS

1. WE APPLAUD DECISION IN REFTEL TO EXAMINE STAFFING IMPLICATIONS FOR THIS POST OF AID/W PLANS TO DECENTRALIZE TO FIELD VARIOUS ADMINISTRATIVE AND MANAGEMENT FUNCTIONS WHICH IN PAST HAVE BEEN PERFORMED IN WASHINGTON.

2. IN A SENSE EMBASSY AND POSSIBLY DEPARTMENT MAY BE IN A CATCH 22 SITUATION, BECAUSE TO PROVE OUR POINT WE HAVE TO RELY PRIMARILY ON INFORMATION AND DETAILS ABOUT JOB REQUIREMENTS ETC., WHICH CAN ONLY BE SUPPLIED BY OUR AID COLLEAGUES. THIS POSES CERTAIN BUREAUCRATIC AND PROFESSIONAL PROBLEMS FOR THEM, BUT MY AID ASSOCIATES IN KATHMANDU AND I HAVE TRIED TO ANALYZE THIS ISSUE IN AN OBJECTIVE A MANNER AS POSSIBLE AND I AM GRATEFUL TO THEM FOR THEIR COOPERATION.

3. I BELIEVE POINTS OF DEPARTURE IN CONSIDERING THIS ISSUE ARE THE JOB DESCRIPTIONS OF THE TWO POSITIONS IN QUESTION: SPAR 78-03 FOR FINANCIAL ANALYST AND SPAR MES 78-193 FOR PROGRAM
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OFFICER. ANALYSIS OF DUTIES LISTED IN EACH JOB DESCRIPTION SUGGESTS THAT VIRTUALLY ALL COULD BE PERFORMED BY ANALYSTS BASED IN WASHINGTON WITH POSSIBLE TDY CONSULTATION IN KATHMANDU.

4. ON ISSUE OF DECENTRALIZATION OF FUNCTIONS TO FIELD, DUTIES 2 AND 4 IN FINANCIAL ANALYST JOB DESCRIPTION REFLECT CHANGE IN AID/W APPROACH WHICH PLACES MORE RESPONSIBILITY ON FIELD FOR

ACTIVITIES THAT HAVE IN THE PAST, AT LEAST IN SO FAR AS NEPAL IS CONCERNED, BEEN PERFORMED (A) IN WASHINGTON, (B) BY TDY ASSISTANCE, OR (C) TO SOME EXTENT BY REGIONAL FIELD OFFICERS.

5. AS FOR PROGRAM OFFICER POSITION, I BELIEVE USAID/N COULD CONTINUE WITHOUT FULL TIME PROGRAM OFFICER, PROVIDED INCREASING REQUIREMENTS LAID ON FIELD TO PROVIDE COMPLEX DOCUMENTATION FOR WASHINGTON'S PURPOSES IS REVERSED. THE NEW DOCUMENTATION DEMANDS ARE MOST CURRENTLY EXEMPLIFIED BY THE INCREASINGLY COMPLEX ANNUAL BUDGET SUBMISSION (ABS) AND THE ANNUAL COUNTRY DEVELOPMENT STRATEGY STATEMENT (CDSS), WHICH IS AN ENTIRELY NEW REQUIREMENT. BASED ON OUR EXPERIENCE THIS SPRING WE ARE PARTICULARLY SENSITIVE TO DEMANDS PLACED ON US (EMBASSY AS WELL AS AID/N) BY NEW ABS. IT WAS A BRUISING AND TIME CONSUMING EXERCISE WHICH PRACTICALLY IMMOBILIZED MISSION FROM ITS OTHER RESPONSIBILITIES. INFORMAL WORD FROM WASHINGTON IS THAT IT WILL BE WORSE NEXT YEAR. IF FOR REASONS NOT APPARENT HERE THESE DOCUMENTS IN THEIR PRESENT DIMENSIONS ARE REQUIRED, AN ALTERNATIVE TO THE ASSIGNMENT OF A NEW POSITION AND OFFICER HERE, WOULD BE TDY ASSISTANCE FROM WASHINGTON, PERHAPS TWICE A YEAR. AMONG OTHER THINGS THIS WOULD HAVE SALUTARY EFFECT OF BINDING MORE CLOSELY TOGETHER FIELD AND WASHINGTON BY JOINT COLLABORATION ON PREPARATION OF THESE REPORTS.

6. A FUNDAMENTAL COROLLARY TO THIS ISSUE OF DECENTRALIZATION OR DELEGATION TO FIELD IS QUESTION OF PROPER USE OF AID LIMITED OFFICIAL USE

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PERSONNEL AT POST. IN MY VIEW THEY SHOULD BE SPENDING THEIR TIME MANAGING THEIR PROJECTS, KEEPING IN CLOSE TOUCH WITH COUNTERPARTS AND OTHER DONORS AND GETTING OUT IN THE FIELD. WHAT NEEDS TO BE CURED IS LOCAL IMAGE (INCLUDING AMONG NEPALESE) OF USAID/N AS A DESK BOUND OUTFIT TIED DOWN TO REPORTS REQUIRED BY WASHINGTON. THIS SITUATION IS NOT SOLVED BY MORE PEOPLE OUT HERE BUT BY RELIEVING PRESENT STAFF OF PAPER REQUIREMENTS, SUCH AS EXPANDED ABS OR CDSS SO THEY CAN GET ON WITH THEIR ASSIGNED DUTIES.

7. IN THIS CONNECTION MY CONCURRENCE IN KATHMANDU 4517 MAY SEEM INCONSISTENT WITH ISSUES I HAVE RAISED, BUT WE HAVE IDENTIFIED EXCELLENT OFFICER TO FILL PROGRAM OFFICER POSITION, AND, IF DECISION IS REACHED TO APPROVE THIS POSITION, WE DO NOT WANT TO PREJUDICE HIS CHANCES OF ASSIGNMENT. SHOULD DECISION GO AGAINST THIS POSITION. I UNDERSTAND THERE ARE MANY OTHER POSTS WHO WOULD LIKE HIM. ACCORDINGLY, I HOPE NOTHING WILL BE DONE TO REMOVE HIM FROM CONSIDERATION FOR KATHMANDU ASSIGNMENT WHILE DECISION IS BEING REACHED ON HIS POSITION.

8. HAVING CONSULTED WITH ME, USAID/N IS SUBMITTING SEPARATE

MESSAGE KATHMANDU 4699 WITH ITS VIEWS. CONCLUSIONS REACHED IN
PARA 3 OF THIS USAID MESSAGE ARE OF COURSE BASED ON CURRENT
REQUIREMENTS FROM WASHINGTON AND ON ASSUMPTION
DECENTRALIZATION POLICY WHICH WE ARE CHALLENGING WILL PREVAIL.
HECK

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 jan 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: EMPLOYMENT DATA
Control Number: n/a
Copy: SINGLE
Draft Date: 09 sep 1978
Decaption Date: 01 jan 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
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Document Unique ID: 00
Drafter: n/a
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ISecure: 1
Legacy Key: link1978/newtext/t19780984/aaaacrrd.tel
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Litigation Codes:
Litigation History:
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Message ID: 2c7b7053-c288-dd11-92da-001cc4696bcc
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Previous Handling Restrictions: n/a
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Review Exemptions: n/a
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Review Release Date: N/A
Review Release Event: n/a
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Review Withdrawn Fields: n/a
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